

UNIVERSITY OF TORONTO Bulletin

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University negotiating with Thomson company for sale of UTLAS, Connell tells Council

At the Dec. 20 meeting of Governing Council, President George Connell confirmed a report in that morning's *Globe and Mail* that the International Thomson Organisation has signed a letter of intent to acquire UTLAS Inc. from U of T. International Thomson is a public holding company of the Thomson publishing empire.

"There are many details still to be worked out before the proposal goes to the Business Affairs Committee on Jan. 11," he said, "and I can make no commitment as to the outcome of

negotiations. International Thomson already has a strong presence in the library automation field — if the transaction is completed, the technology developed in UTLAS will have an unparalleled opportunity for effective application, dispersion and further development." (See story, page 3.)

In his report to Council, Connell said that a letter has been written to Prime Minister Brian Mulroney putting forward the University's concerns about research. The letter, written by Professor Robert Jervis, research board chairman, and Professor David

Nowlan, vice-president (research and government relations), "focuses on financial support of the research councils and the specific research initiatives of various ministries in which the U of T has a specific interest," he said.

Connell announced his intention to support the main recommendations of the Wolff report on the future of music studies in the University. The report had recommended separate corporate status for the Royal Conservatory of Music. The president's recommendations will go to the Planning Subcom-

mittee, the assembly of the Conservatory and the council of the Faculty of Music. Answering a question from Professor Paul Aird, Connell said he would "make enquiries if members of Council wish to attend (those) sessions, and form an opinion as to whether that is appropriate."

The Dictionary of Old English has secured over one million dollars in support, Connell announced, which will allow the project to be successfully completed. (See story on page 2.)

Referring to the University of Western Ontario's recent decision to institute an affirmative action program for hiring female faculty, Professor Michael Finlayson asked Connell if he detected the same problem at U of T, and if he was considering similar action here.

"We shouldn't assume the problems are parallel at any two universities," Connell answered. "The University of Western Ontario adopted the policy after two years of careful analysis of the pattern of appointments. The only commitment I wish to make at this time is that the provost, his staff and Lois Reimer (the status of women officer) will examine our patterns of academic appointments very closely as well as any other issues related to promotion and compensation. This applies

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Planning and resources approves budget guidelines

Conservative spending on discretionary items in anticipation of a harmfully low provincial operating grant was the dominant message of the 1985-86 budget guidelines presented to the Planning & Resources Committee last month, although the guidelines included special provisions allowing funding for new computer equipment and for scholarly publishing at University of Toronto Press. (See *Bulletin* Dec. 17 for complete text.)

The guidelines, as presented in an eight-item point form summary, were recommended for approval by the committee and will go on to Governing Council Jan 17.

The new computer costs, which provoked several questions from committee members during the hour-long discussion of the guidelines, come in the wake of a decision made two years ago to buy out leases on IBM equipment totalling approximately \$1 million in annual base budget costs. The buy-out price was \$1.4 million, which the University financed with consecutive one-time-only operating budget allowances of \$890,000 in 1983-84 and \$684,000 in 1984-85.

To maintain this equipment after the expiration of the current IBM service contract in August 1985 would cost \$300,000 to \$400,000, explained David Nowlan, vice-president (research and government relations), in the budget guidelines statement. The alternative being explored is to replace this equipment with a new IBM configuration that could be financed at an annual base budget cost amounting to no more than the \$684,000 spent last year on the lease buy-out.

The proposed \$200,000 operating budget grant to the scholarly publishing program of U of T Press would be a one-time-only bridge financing

cost, Alec Pathy, vice-president (business affairs), told the committee. In response to a question concerning earlier plans to support scholarly publishing with money from the Connaught Fund, Pathy said the \$200,000 proposed in the guidelines was an alternative rather than complementary method of support. The search for another, more permanent source of support was continuing. However, Pathy said, funding from the Connaught Fund was still a possibility.

In his preliminary review of the guidelines for the committee, Nowlan said that an increase of at least seven percent in the provincial operating grant was needed to maintain the present (1984-85) staff complement and non-salary expenditures while balancing the budget. "All the signals we are getting from Queen's Park at the moment suggest the increase will be considerably less than seven percent," Nowlan told the committee.

In the budget guidelines statement, Nowlan said a balanced budget was necessary despite the stressful divisional budget cuts that might result from a low operating grant from the province. "...The medium-range financial outlook offers little prospect for operating-grant relief of the magnitude that would be required to recover from a deficit in 1985-86," Nowlan explained. "In addition, we have accumulated a small deficit from past operating activities, one that is unlikely to be eliminated during the current fiscal year."

Nowlan said during the meeting this amount was slightly less than \$1 million.

Also noted in the document was the fact that equipment was not depreciated in the University's operating budget as it would be in the private sector. This point was followed up by

expressions of concern from committee members about the declining quality of the University's laboratory equipment.

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No settlement yet on 1984-85 salaries

Negotiations on 1984-85 salaries between the administration and the University of Toronto Faculty Association (UTFA) ended last month in a stalemate, leaving this year's salaries for faculty members and librarians to be decided along with next year's.

Negotiations for the two years, 1984-85 and 1985-86, will begin this month under a new procedure agreed to in November by both parties to the *Memorandum of Agreement*. Under the arrangement, if agreement is not reached by Jan. 15 a mediator/fact finder is to be appointed, and, if this step does not promote agreement, a dispute resolution panel is to be asked to recommend a settlement. The procedure would conclude before the end of April, when Governing Council traditionally receives the budget for the coming fiscal year.

The administration's final suggestion for a settlement for 1984-85 was a four percent economic increase at salary levels below \$35,000, a three percent increase for the next level

of salary, possibly to \$45,000, and a 2.5 percent increase on all other salaries plus full PTR (progress through the ranks) and benefits.

UTFA refused to modify its initial demand of an economic increase of 4.2 percent, the Consumer Price Index, plus PTR and benefits. UTFA's position is that faculty members and librarians accepting less than that would effectively be taking a voluntary pay cut.

A letter to colleagues from Peter Dyson, president of UTFA, and Michael Donnelly, vice-president, salary and benefits, maintains that acceptance of the administration's offer would mean erosion of some of the gains made in the salary increase awarded by arbitrator Kevin Burkett for 1982-83. Further, it would mean accepting the administration's ability to pay, as judged by the administration itself, as the basis of the settlement, say Dyson and Donnelly.

to non-faculty personnel, too. In due course, I expect policies to evolve which will be brought to Governing Council or implemented on administrative authority."

Finlayson asked Connell whether, in light of the new Charter of Rights provision governing mandatory retirement, the administration expects the 25 or 30 employees reaching age 65 during the year ending June 30, 1985 to retire and, if so, when the employees would know.

The Charter's provision, which comes into effect in March 1985, means that employers will be unable to require employees to retire at 65 solely because of age. "Our information is that the province of Ontario is not likely to legislate exemption from this provision," Connell said.

"Members of the administration are now working on the issues and we expect to elaborate a policy over the next few months," he added. "I don't anticipate serious difficulty but, in the long run, there are serious implications regarding the budget, salaries, faculty renewal and opening career opportunities for women."

Council approved the setting aside of \$1,501,088 of Connaught Fund assets in a special trust account whose earnings would support the operating budget of the Innovations Foundation for up to five years. At the end of that period, or sooner, the amount would revert to the Connaught Fund assets. Provision was made for repayment of lost earnings to the fund from any surplus earned by the Innovations Foundation.

Some Council members expressed concern that this might mean a reduction in the Connaught Fund's ability to support research. Connell said that the Connaught Committee had decided this was not the case. William Broadhurst, government appointee, said that if the Innovations Foundation is unsuccessful in returning interest, the Connaught Fund will have lost interest income, but its capital will be safe.

Government appointee William Birt said in supporting the motion, "There is big potential if a significant invention comes along. The Innovations Foundation needs the flexibility to initiate or start up a company — that is where the big rewards lie. If the foundation fails, there is enough in the pipeline to make a substantial payback to the U of T."

After a lengthy debate, Governing Council voted to refer back to the Executive Committee, for further study, proposed changes to the Sunnybrook Hospital act and by-laws. The changes would have reduced the University's number of appointees on the 22-member board from 14 to 12 and set up a system of nominating committees to nominate the members and chairman of the hospital's board. Several Council members raised concerns about the University's losing control of its power to name board members.

Elizabeth Pearce, government appointee and member of the Sunnybrook board, expressed strong reservations about the University's supporting any legislative changes to the Sunnybrook act. The act would go before a new provincial parliament and premier, she argued, which would be an unknown situation and could lead to significant changes. She said she had the strong support of the chairman of the Sunnybrook board of trustees to "avoid any approach to the legislature in the immediate future."

University of Lausanne honours U of T paediatrics professor

Professor Paul Swyer of the Department of Paediatrics was recently awarded the degree of Doctor of Medicine, *honoris causa*, from the University of Lausanne, Switzerland. The doctorate was bestowed in recognition of Swyer's development of intensive care methods for newborn and premature babies, and for his work on respiratory and ventilating machines for premature infants.

After completing his medical training in England, Swyer came to Toronto in 1953 to work as a fellow in cardiology at the Hospital for Sick Children. He organized the intensive care unit at the hospital in 1961, joined the U of T faculty in 1969 and became a full professor in 1975. The second edition of his book, *The Intensive Care of the Newly Born: Physiological Principles and Practice*, will be published this year.

She asked Governing Council chairman St. Clair Balfour if the proposal could be split to allow Council to approve changes to the hospital board while referring back to the Executive Committee those sections dealing with changes to the act. Balfour answered that referral back of the whole proposal was the easiest course.

Connell and Balfour had spoken in favour of the proposal, as had Professor Charles Hollenberg, vice-provost (health sciences), who argued that the changes would give the hospital a board representing the constituencies it serves and lead to a good working relationship with the U of T.

The president reported that a salary

Budget guidelines

Continued from Page 1

Professor Kenneth McNeill asked whether a detailed breakdown of the academic consequences of divisional cuts — such as increases in tutorial size or courses that had to be discontinued — could be provided. Too often, he said, members of Governing Council have been unaware of the actual results of budget cuts. He said he was considering making the provision of such a list, before the budget is presented to Council in March, an amendment to the motion on the floor, but would be content with a commitment from the administrators present.

Nowlan responded by saying he sympathized with the request, but noted that individual divisions would not have finalized their decisions on how to adapt to cuts by March, when the budget comes down. Provost Frank Iacobucci suggested a report on the academic results of cuts for 1984-85 would be a workable alternative.

In his preliminary remarks, Nowlan emphasized that establishing guidelines was complicated this year by a lack of information about the content of the Bovey report and the provincial government's response to it. President George Connell added that the budget guidelines should not be regarded as a major University planning document.

The following summary was recommended for approval:

(1) Budgeted operating income and budgeted operating expenses should be in balance;

(2) Base budget reductions will occur sufficient to balance expenditures with income and be distributed according to divisional priority and feasibility;

settlement had not been reached with the faculty association, and salary negotiations for both 1984-85 and 1985-86 will begin in January. (See story, page 1.)

In other business, Governing Council approved:

- a new degree of master of health science in clinical biochemistry
- the establishment of the Mary Jane Hendrie Memorial Bursary in University College with a value of approximately \$300 for a student with financial need who has contributed to college life by participating in athletics or other extra-curricular activities

(3) Discretionary funding for new or expanded initiatives will be limited to projects that are critically important to the academic functions of the University and to those projects that are expected to be financially beneficial to the University; otherwise the principal objective will be to keep divisional budget reductions as low as possible;

(4) Some easing of guideline 3 may occur if the level of provincial grant support permits it;

(5) In anticipation of a longer run financing plan, provision for bridge funding in 1985-86 may be made for scholarly publishing at the University of Toronto Press;

(6) Funding provision may be made for computing developments at a level not exceeding the amount assigned to "purchase of computer leases" for one-time-only in 1984-85 (see item 15, Table 3, 1984-85 Budget Report);

(7) Neither guideline item 5 nor item 6 will be included in the budget if subsequent analysis does not confirm its merit or advantage to the University;

(8) The budget will anticipate and respond to any special initiatives or policies that may be announced by the province, including those related to Bovey Commission recommendations, in ways that maximize our financial and academic advantage, provided such responses are consistent with Governing Council policies and with the goals and objectives of the University.

Million dollars donated to Dictionary of Old English

Donations to the Angus Cameron Memorial Fund of over \$1 million will ensure that the Dictionary of Old English project will continue, say the editor, Professor Ashley Amos, and the chairman of the fund, Professor John Leyerle. The money was raised from foundations and individuals after Professor Cameron, who initiated the project, the most comprehensive study of Old English ever undertaken, died in 1983 at the age of 43.

Donations include a matching grant of \$300,000 (US) from the Andrew W. Mellon Foundation of New York and \$475,000 from the Henry White Kinnear Foundation of Toronto. The

fund will be used to hire two full-time editors for 10 years and if possible to establish an Angus Cameron Chair.

So far, the University of Toronto and the Social Sciences & Humanities Research Council (SSHRC) have provided the principal financial support for the dictionary project. As the \$1 million is not intended to cover operating expenses of the project, an application will be made under the SSHRC major grants program for another five-year commitment when the current one expires in 1986. Begun in 1970, the dictionary will not be ready for publication for at least another 10 years.

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Universities need better management more competition, say businessmen

Though business leaders can sympathize when universities complain of having to cope with dwindling revenues, they do not believe operating budgets should expand, a study conducted for the Bovey Commission has found.

Sixteen representative businessmen familiar with Ontario's universities were interviewed by economist Arthur J.R. Smith at the request of the Bovey Commission. They are not identified in the report. While they are generally satisfied with the quality and output of the universities, the businessmen, only too aware themselves of the economic slowdown of the past decade, recommend better cost management, a reassessment of priorities and a more competitive atmosphere for both students and faculty.

They do not feel that rationalization of the system will save money, but they think "educational sprawl" should be curtailed for the sake of continued excellence. They are in favour of broad access, but they favour entrance exams as a means of sifting out the less qualified and dedicated. "If this is called 'elitism'," said one executive, "it must be made clear that we are not talking about aristocracy and the moneyed classes; university elites are people who are intelligent, imaginative and have highly organized work habits."

There will be an increasing need for continuing education both in universities and business firms, said those interviewed, but computer-based or televised instruction are unlikely to provide significant economies. Technologized distance education, if high-quality instruction is the goal, would be prohibitively expensive, they feel.

The businessmen warned that resistance to change could come from widespread tenure, unions, departments with territorial imperatives, or democratic governing structures, and that reform is unlikely to be effected through inter-university cooperation. Said one executive: "We now have a number of Ontario universities in which there are enough tenured professors to ensure that nothing gets changed that will substantially affect their collegial interests. They will even accept general slippage toward mediocrity, rather than produce creative ideas for rationalizations and realignments." The report cited the failure of the Council of Ontario

Universities to come up with significant realignments as evidence of the difficulty of bringing about reform through voluntary cooperation.

Though an increase in personal and corporate donations would probably be relatively small in relation to the overall operating costs of the universities, the report urged stronger solicitation programs and suggested that corporations be encouraged to match donations of their employees to universities as they do in the US. Some executives suggested that dona-

tions might take the form of gifts of goods and services or of discounts on goods and services.

Some felt that the universities should be using their physical assets to greater advantage, for example by exploiting the earning potential of undeveloped land or excess capacity of sophisticated equipment. The general feeling was that universities should intensify their efforts to achieve improved administrative efficiencies and tighter cost controls. One executive proposed that all university adminis-

trators be required to take a six-week cram course in management science, techniques and principles.

The executives were strongly in favour of increased linkages between corporations and universities. Among those interviewed, three each employ more than 500 co-op students a year and feel cooperative programs should be more widespread.

U of T enrolment drops, but still greater than desired

Enrolment at the University of Toronto dropped by two percent during 1984-85 but remained eight percent higher than the level considered desirable by the University, according to the annual enrolment report distributed to the Planning & Resources Committee last month.

A reduction of 995.4 FTE (full time equivalent) students brought the combined summer and winter enrolment to 40,697.2. The University's enrolment policy, last reviewed in May 1983, calls for a gradual reduction in overall enrolment to 37,500 FTE students.

Nonetheless, actual enrolment on Nov. 1, 1984 represented a shortfall of 2.3 percent below the level expected — as opposed to desired — for that date. "From the perspective of the University's budget," said Dan Lang, assistant vice-president (planning) and University registrar, in a memo to the committee, "it is (this) difference that is significant, since the budget is built on assumptions about planned (as opposed to actual) levels of enrolment."

Lang also said preliminary figures from the Council of Ontario Universities (COU) indicate that first-year enrolment decreased 2.4 percent in all Ontario universities during 1984-85, while general enrolment increased 1.5 percent. First-choice applications to U of T remained constant despite a one percent

decrease in such applications overall. "This may indicate that the University of Toronto's position *vis à vis* the overall system may improve," added Lang, "as the intake of new students at other universities falls below comparable levels of intake at Toronto."

The breakdown of U of T enrolment by program revealed approximately equal or lower levels than expected in all areas except library science and Scarborough College, where enrolment exceeded expectations. Actual enrolment in the Faculty of Arts & Science on the St. George campus was 13,695.4 FTE students,

16 lower than expected.

Visa student enrolment at the University declined 13.6 percent from 3,361 to 2,903. Lang said COU figures indicate a 16 percent overall decline of undergraduate visa students in Ontario universities, and a 26 percent decline in first-year visa student enrolment. Lang said from a survey now under way, there appears to be a reduced number of visa students in secondary schools, which usually constitute a major source of visa undergraduates.

Business affairs to consider Thomson purchase of UTLAS

A special meeting of the Business Affairs Committee Jan. 11 will consider an offer by the International Thomson Organisation for a controlling interest in UTLAS, U of T's library automation systems bibliographic and information database service.

Letters of intent outlining the fundamental approach have been exchanged between the parties, said Arthur Parker, president and chief executive officer of UTLAS, and details of the proposed sale are being drafted by lawyers. "It's a very complex financial package, and some issues are not yet resolved," he said last week. He would not reveal the price being negotiated.

The deal includes a long-term commitment by the University in which its library system will continue to be served by UTLAS. Parker estimated that between 50 and 75 percent of a university library's acquisitions can be catalogued through the UTLAS database. For public libraries, whose needs are less exotic and esoteric, the figure is about 98 percent, he said. UTLAS has contracts with more than 300 user institutions, most of them Canadian, which represent about 2,000 libraries.

The UTLAS senior management group, including Parker, would carry on under the new owner. It is expected that the infusion of capital, together with the present activities of the International Thomson Organisation, would

allow UTLAS to provide expanded services and systems on an international basis. International Thomson, a large, Canadian-based, multinational company that provides professional, educational and library information services, is a public holding company of the Thomson publishing empire.

Nominations for University Professor

Vice-President & Provost Frank Iacobucci has written to principals, deans, directors and chairmen calling for nominations for University Professors. (For membership of the selection committee, see committee highlights, academic affairs, this issue.)

Recent amendments to the selection procedures provide for nominations to be held active for three years, but the provost invites any new material for nominations submitted last year.

Nominations should be sent to the provost's office, Simcoe Hall, to the attention of Stella Gamble, senior administrative officer, no later than Friday, February 8.

Tak Mak wins Steacie award

Cancer researcher Tak Mak, 37, a professor in the Department of Medical Biophysics, is one of four recipients of a 1985 E.W.R. Steacie Memorial Fellowship, an award issued annually by the Natural Sciences & Engineering Research Council. The fellowship, worth the equivalent of two years' salary, will enable Professor Mak to work full-time on research.

Last March, Mak and his research team announced the isolation of the gene which carries the information needed by T lymphocyte cells to make the receptor protein that alerts them to foreign cells. The discovery has major implications for the field of im-

munology. It opens the possibility of modifying the human immune system in beneficial ways, such as by reducing resistance to transplanted cells and increasing resistance to certain diseases.

Prof. Mak works at the Ontario Cancer Institute at Princess Margaret Hospital and is cross-appointed to the Institute of Medical Science and the Department of Immunology.

The Steacie award will be presented by Governor-General Jeanne Sauv  in Ottawa Feb. 6.

Committee Highlights

The Business Affairs Committee — December 12, 1984

- recommended that the directors of the U of T Microelectronics Development Centre be authorized to borrow up to \$100,000 upon the credit of the centre. The centre, a not-for-profit corporation assisting industry in the application of microelectronics to products, will receive \$1 million from the federal government for five years. The centre was scheduled to receive \$100,000 for the six-month period from Jan. 1 to June 30, 1985, but actual payment is not expected until the end of February, leaving the centre short of working capital. While the centre is a separate corporate entity for which the University has no financial responsibility, its by-laws require the approval of Governing Council for any borrowing. It is anticipated that the needs of the centre would not exceed \$30,000, but the directors wished to establish a line of credit of \$100,000. The vice-president (business affairs) stressed that the University was not being asked to secure the loan and was not in any way legally responsible for the debts of the centre.

Several members suggested that the very act of approval of the centre's borrowing would enhance the possibility of legal liability. There was concern that the committee lacked enough information to make an informed judgement on the proposal and that there was lack of notice. One member said his experience on the board of UTLAS Inc. demonstrated the danger of piecemeal authorization of credit and demonstrated also the limitations on the abilities of the boards of ancillaries to supervise financial management.

Those supporting the proposal said it was wrong to create an independent research ancillary with its own board and then create obstacles to allowing that ancillary, supervised by its board, to conduct its own affairs. The centre's director said Governing Council was being asked to satisfy a provision it had itself insisted be included in the by-law of the centre.

The president noted that there were many research enterprises in the University and that, in a significant number of them, costs out-paced the payments by granting agencies. In these cases, the University made provision. The University

was currently reaching the limit of the amount of research it was able to accommodate, except for research undertaken by such ancillaries as the centre, which were able to secure external patronage. The centre brought significant benefits to the University, and it should be supported

- approved that Jordan Sullivan be appointed vice-chairman of the Audit & Finance Subcommittee for a term ending June 30, 1985
- received for information the semi-annual report of the Investment Review Committee. The vice-president (business affairs) reported that amended investment policies for the Connaught Fund and the Endowed Funds Investment Pool would be brought to the Business Affairs Committee, possibly in January. He also said that the Investment Review Committee had recommended revised terms of reference to the president. A majority of the new committee would be from outside the University. It would include in its purview not only the investment funds but also the capital assets of the University. Provision was made for periodic meetings with interested groups including the faculty and staff associations and the Connaught Committee. The committee would report to the president or designate.

Members of the current Investment Review Committee explained that the disappointing recent performance of the Connaught Fund was the result of its being heavily invested in fixed income securities at a time when the equity market improved dramatically. This was done in part to ensure a reliable level of income for the Connaught Committee's grants-in-aid of various research endeavours. While the Investment Review Committee was concerned about the performance of the Connaught Fund management over the past two years, it noted that the manager's four-year performance record was average

- approved that the delegation to the president of responsibility for investment of University funds, as effected by the establishment in 1980 of the Investment Review Committee as a presidential advisory committee, be continued, subject to: (a) the establishment by the president of a Presidential Investment Advisory Committee (as a successor to the Investment Review Committee), and (b) the commit-

tee's reporting its activities formally to the Business Affairs Committee on a semi-annual basis for information

- approved that the vice-president (business affairs) be authorized to lease space for an automated banking machine centre on the podium of Sidney Smith Hall, for a term of five years with an option to renew for a further five years. The centre is to be installed by participating banks and credit union at their own expense

The Academic Affairs Committee — December 13, 1984

- recommended that, effective July 1, 1985, the Faculty of Architecture & Landscape Architecture have two programs: (a) architecture and (b) landscape architecture and that there be two program chairmen, appointed by the dean (*Bulletin*, Dec. 17)
- the provost reported that he had written to the editors of the *newspaper* and *The Varsity* about his concern about recent advertisements for essay services. He said their replies indicated that the advertisements had been printed in error and that the editors shared his concern that the advertisements were a disservice to the University. He said he had also written to the essay service organization but had received no reply
- approved the adoption of guidelines proposed in part two of the Report of the Provostial Committee on Centres & Institutes. The provost explained that the report was intended to provide a framework of guidelines for the establishment and operation of centres, institutes, groups and programs and would be applied to new initiatives, not to those units already established, unless so recommended in the course of a normal review. In his view, the most important characteristic of the report and the guidelines was that they permitted the retention of flexibility in the development of units so that the units could be tailored to the needs of the teaching staff and the demands of the discipline concerned. The concurrence of the faculty association was being sought with respect to the proposed establishment of a five-year term for directors
- received for preliminary discussion the Report of the Working Group on the Academic Code of Behaviour
- the provost informed the

committee that the membership of the University Professors Selection Committee for 1984-85 is A.N. Bourns, Canadian Institute for Advanced Research; Associate Dean R.C. Brown, School of Graduate Studies; Dean Ralph Garber, Faculty of Social Work; Provost Frank Iacobucci; and Professors G.A. Kenney-Wallace, chemistry; A.E. Safarian, economics; B.P. Stoicheff, physics; Cecil Yip, Banting & Best Department of Medical Research; and Eva Kushner, French languages and literatures, McGill University

- received for information reports on reviews of pharmacy, civil engineering, industrial engineering and aerospace studies. Members questioned the lack of an administrative response to the civil engineering, industrial engineering and aerospace studies reviews. A member said that without an administrative response the value of the reviews to the Academic Affairs Committee was limited. The dean of engineering explained that the reviews were external reviews conducted as part of the preparations for search committees. Planning reviews would come forward on a five-year schedule.

The provost said that review reports provide a means of apprising his office and the relevant dean of divisional and unit needs.

In response to a question, the dean of engineering estimated that reviews cost

from \$3,000 to \$5,000 (with indirect costs probably 10 times that). Vice-Provost Merrilees explained that he and the dean of arts and science had agreed not to conduct a provostial review in any department recently the subject of an OCGS review.

Several members said that regardless of the cost, reviews were indispensable because they provided one of the few ways of discovering problems at an early stage. Without a review mechanism the University was open to charges of uninformed planning and poor management. Vice-Provost Merrilees said there were intangible benefits from reviews such as improved staff morale resulting from a positive review. A member suggested that reports be compared over time to monitor the results of review recommendations

The Planning & Resources Committee — December 17, 1984

- recommended for approval the recommendations contained in the Budget Guidelines for 1985-86 (see story, page one)
- recommended approval of the University's capital requests list to MCU for 1985-86. Members were concerned that a number of requests are really deferred maintenance projects and that there was a deterioration of the fabric of the University. The assistant vice-president (planning) said the

University had taken every opportunity over the last eight years to bring to the ministry's attention the condition of the University's physical plant. The administration is hoping the Bovey Commission will have something to say about deferred maintenance.

The president said the small amount of capital funding available was tragic. He said there has been no provincial policy in this area since 1971. The size of the capital allocation, \$13 million, was pathetically small for all Ontario universities whose combined assets are valued in the billions of dollars. He suggested that the manner of allocation had no known rational basis. He added that fund raising in the private sector was not generally successful in obtaining the means for repairing leaky roofs. Special academic projects were more likely to attract support.

The new major projects on the list for 1985-86 are: renovation of the Faculty of Law library; the Woodsworth College, industrial relations and media centre renovation; restoration of the UC junior common room; converting basement areas of Simcoe Hall to serviceable space; and relocation of the Slowpoke Reactor to the Natural Resources Centre

- received for information the enrolment report for 1984-85 (see page 3)

SCS assistant director receives insurance institute award

Harry Mills, assistant director of the School of Continuing Studies (SCS), has been given the Award of Merit by the Insurance Institute of Canada in recognition of his "unique contribution to insurance education in Canada".

Mills has worked for more than 25 years on establishing and coordinating insurance education programs offered by U of T. He was instrumental in setting up fellowship training for the institute through the SCS independent studies program. The courses, which include such rarely offered ones as underwriting, risk management and claims, are taken by students from across Canada.

Governing Council Election 1985

Nominations will open January 14 and will remain open until noon, January 25, for the following positions:

- 4 full-time undergraduate student seats
- 2 part-time undergraduate student seats
- 2 graduate student seats
- 4 teaching staff seats
- 1 administrative staff seat

Vested in the Governing Council are the management and control of the University and of University College and the property, revenues, business and affairs thereof.

Details of constituencies and electoral procedures will be published in the *Bulletin* on Jan. 21. Nomination forms will be available upon request on Jan. 14 and thereafter, from the Governing Council Secretariat, room 106, Simcoe Hall, or at the registrar's offices at Scarborough and Erindale Colleges. Enquiries may be directed to the Governing Council Secretariat at 978-6576.

Alumni Faculty Award

The U of T Alumni Association invites nominations from the University community for the 10th Alumni Faculty Award. Previous winners were Horace Krever, Douglas Pimlott, Louis Siminovitch, John Polanyi, Donald Chant, Stefan Dupré, Kenneth Hare, Desmond Morton and Thomas C. Hutchinson.

Selection is based on:

- academic excellence
 - service to the University
 - contribution to the community
- The selection committee consists of the Chancellor, the provost, the presidents of the faculty association, SAC, APUS and GSU as well as mem-

bers of the Alumni Faculty Liaison Committee.

Nominations close on *Monday, February 4, 1985 at 5 p.m.* They should include a résumé documenting the qualifications of the nominee according to the selection criteria. Nominations should be sent to the chairman, Faculty Liaison Committee, Alumni House, 47 Willcocks St. For more information telephone 978-2365.

The award will be presented at a dinner in Hart House April 10. The recipient will also address one of the graduating classes during spring Convocation.

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Editor: Norma Vale
Associate Editor: Judith Knelman
Writers: Janet Dunbrack, Arthur Kaptainis
Copy Editor: Margaret MacAulay
Production Coordinator: Chris Johnson
Layout and Typesetting: Sandra Sarner
Editorial Assistant: Catherine Armstrong
Photography: Steve Behal
Advertising: Marion de Courcy-Ireland
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Dept. of Private Funding encouraged by survey

Most alumni proud to identify themselves as U of T grads

A \$40,000 survey commissioned by the Department of Private Funding has encouraged fundraisers to try harder to get alumni who don't give to U of T to change their minds.

The study, the first of its kind commissioned by a Canadian university, was conducted by Market Facts of Canada. About 1,200 graduates in Toronto, London, Ottawa and Windsor were interviewed by telephone on their patterns of giving or not giving to non-profit organizations, their attitudes and their reasons. They were not told that the survey was for U of T. Half had not donated to the Varsity Fund in at least four years, but 95 percent of those interviewed said they were proud to identify themselves as U of T graduates.

The department's present practice is to approach non-donors only once a year. Donors from the previous year are contacted up to three more times if they do not respond with a donation. The survey revealed that alumni do not feel that they are being asked too often.

The alumni indicated a desire to make sure of the University's need by looking at facts and figures before making a donation. Donors and non-donors alike felt it was important to know what an organization was going to do with the money it was given. About 70 percent said they would be more likely to donate to an organization asking for money for a specific project than for general purposes, and the same proportion said they would want information documenting need before they decided to donate.

"This is a relatively optimistic picture of the attitudes of donors and non-donors," says Lee MacLaren, director of private funding. "Respondents are willing to hear from us more often, but they feel they aren't being given enough choice of

projects to contribute to. We can take our case to them and give them more possibilities to choose from, providing we can afford it. That's always the problem."

Associate director Mary Martin finds in the survey evidence of tremendous good will among both donors and non-donors. "We're just not being sophisticated or persistent enough in approaching the non-donors."

The report recommended an effort on the part of the Department of Private Funding to encourage alumni to regard U of T as a well managed institution that really needs donations and will use them in the most effective way.

It found a positive attitude among U of T alumni toward the responsibility of an individual to help fund non-profit organizations. Most recognized that such bodies would not be able to reduce their budgets any further without cuts in the quality of service. Three-quarters of the donors to U of T but only half the non-donors agreed that alumni have a responsibility to contribute to universities directly as well as through taxes.

Non-donors were also less enthusiastic than donors about their experience as students here. Nearly a third

of the non-donors surveyed reported a negative student experience as compared with 17 percent of the donors. Alumni who lived in residence while attending university were no more likely than former day students to be donors, but former residence students tended to give larger donations and to direct their donations to their colleges. Engineers were more positive than other groups about their student experience and more likely to acknowledge that their earning capacity had been enhanced at U of T.

Economic constraints were most often cited as a reason for not giving to U of T, but seven percent of the non-donors, a significant proportion with graduate degrees, said they did not contribute because they felt no loyalty to U of T.

People reported donating to non-profit organizations in general out of a feeling of social responsibility, but to the University simply in recognition of its need for money. Many had contributed in response to U of T fund-raising drives.

More donors than non-donors plan their donations ahead, and more women than men do the deciding. Engineers were less likely than other groups surveyed to have donated to

non-profit organizations, but of those who did a significant proportion donated to U of T only.

Only about half the donors and non-donors read appeals that come in the mail, but 78 percent of donors and 68 percent of non-donors read all or part of U of T's alumni magazine, *The Graduate*.

More aggressive and effective fund-raising programs should increase U of T's share of the total donations made to non-profit organizations by alumni, says the report. It recommends concentration on target markets defined according to income and lifestyle, since different fund-raising methods appeal to different groups. Recent graduates are more interested than older graduates, for example, in attending fund-raising events and receiving tokens of appreciation.

Also recommended is a program of alumni education to make undergraduates more aware of the financial needs of the institution and their continuing responsibility to it.

Statement of University's mission to be drafted

U of T's 1973 statement of general objectives should be reviewed and upgraded into a statement of mission, President George Connell and Assistant Vice-President (Planning) Dan Lang told the Planning Subcommittee at its November meeting.

Connell told the subcommittee that a statement of long-term mission (as

opposed to short-term objectives) could provide terms of reference for internal plans, new cooperative ventures with industry and public groups, and the reallocation of support to various programs in response to continuing financial constraint. In the past, Connell said, administrators who have been approached by divisional heads for guidance have not had recourse to a statement of substantive, rather than merely procedural, objectives.

A statement of mission need not be binding, Connell added, but it was important for the University to respond to individual divisions within the University consistently over time.

Lang said that the test of a good statement of mission is how often it is actually turned to for guidance. In this respect, he said, the 1973 document cannot be regarded as a success. Many new statements have had to be drafted in the meantime to deal with specific plans. The 1973 statement is particularly limited in its ability to guide relationships with external entities, such as the City of Toronto, he said.

The 1973 statement is a four-page document written "intentionally in broad terms". It outlines most of the commonly accepted academic goals of a university, including objectivity, enthusiastic teaching, integration of specialized disciplines, and preservation of unfashionable subjects. Also advocated are "decentralized" environments, responsiveness to changes in the University's urban setting, reasonable financial demands on the province, and acceptance of "limitations on its growth . . . as a part of the Ontario post-secondary educational system."

Although some members of the subcommittee expressed reservations about a statement of mission that might compromise the ability of divisions to plan independently, there was general agreement on the need for a revised statement. Several members asked to see an outline of headings for the new statement before drafting began.

Lang said that drafting a statement of mission was not a project that could be rushed. The administration, he added, did not have in mind a conclusion but rather wished to explore various possibilities.

Drama centre production part of women's centenary celebration

"You Too Would Enjoy Her", opening Jan. 16 at Hart House Theatre, is "70 percent feminist", according to director Michael Sidnell, and thus obviously appropriate as a contribution by the Graduate Centre for the Study of Drama to the continuing celebration of the admission of women to the University of Toronto 100 years ago.

"But I don't think 'feminist' is absolutely accurate," Sidnell adds. "The woman in the central role emerges very strongly, and the women in the play are tougher than the men. But there is no animus against the male sex, no sense of women being special victims."

Sidnell, an English professor at Trinity College, discovered the play "quite by accident" while browsing through an anthology of modern Spanish drama. It is the work of Anna Diosdado, a young leftist playwright widely known in Spain and Spanish-speaking countries, but virtually unknown in North America. Sidnell, who translated "You Too Would Enjoy Her" along with Scarborough College professor Pedro Leon, believes the

Hart House production will be the first performance of the play in English.

The plot concerns the exploitation of a woman by big business concerns. What first attracted Sidnell, however, was the "theatrical rhythm" of Diosdado's writing and the poetic quality of her realist prose. "I would say the play is humanist, rather than altogether feminist."

English language skills course

The Personnel Department is offering a course to employees of the University for whom English is a second language. The course focuses on job-related language skills and is designed to reflect the needs of class members. Participants require the permission of their supervisors to be released from work for half an hour per day.

The course is in session but new members are welcome at any time. Classes are held Monday to Thursday

beginning at 1 p.m. each day until the end of June in room 207 of the Larkin Building, Trinity College, Devonshire Place.

Interested employees should attend a class and fill in a registration form there. Funding is provided by the Toronto Board of Education and there is no charge to participants.

For more information call Elaine Preston at 978-6496.

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Research News

SSHRC Strategic Grants
There has been an unforeseen delay in the release of the new "Canadian Studies Research Tools" guidelines and applications. These forms are now expected to arrive at the University in early January.

As a result, the deadline for the upcoming competition has been changed to *March 1* for 1985.

Upcoming Deadline Dates

Alcoholic Beverage Medical Research Foundation — research grants: *February 1*.

Canada Council — exploration grants: *January 15*.

Canada Mortgage & Housing — small grants up to \$3,500: *February 1*.

Canadian Physiotherapy Association — scholarships: *February 15*.

Cancer Research Institute Inc. (US) — personnel awards: *February 1*.

(Please note change from listing *Bulletin*, Dec. 17.)

Cancer Research Society Inc. — fellowships, research grants: *February 15*.

James H. Cummings Foundation — research grants: internal deadline for non-medical and medically related applications from investigators outside the Faculty of Medicine, *February 1* at O.R.A.

Applicants in the Faculty of Medicine, *January 15* at the research office of the Faculty of Medicine.

Anna Fuller Fund — fellowships, project grants: *February 1*.

Health & Welfare Canada (NHRDP) — MSc and PhD fellowships: *February 15*.

Imperial Oil — research grants (guidelines and applications at O.R.A.): *January 15*.

Labour Canada — technology impact research fund and university research program, grants-in-aid of research: *January 15*.

Leukemia Research Fund — research grants: *February 1*.

Medical Research Council — major equipment, development grants (category 1), new operating grants, MRC scholarships, subject research development grants (preliminary outline): *February 1*.

National Cancer Institute of Canada (NCIC) — all personnel support: *February 1*.

National Foundation for Ileitis & Colitis (US) — research grants, training awards: *February 1*.

National Huntington's Disease Association — post-doctoral fellowships: *February 15*.

National Institutes of Health (US) — supplementary grants, competing continuing grants: *February 1*.

NSERC — access to AES vector computer: *February 1* for 1985-86 major competition.

Ontario Ministry of Health — student awards: *January 15*.

Royal Bank Award (nominations): *February 28*.

SSHRC — fellowships division, doctoral completion fellowships in management studies (renewals only); strategic grants division, management reorientation fellowships (renewals only) *January 15*; Canadian studies research tools: *March 1*.

(Please note extended deadline.)

U of T Research Board, Humanities & Social Sciences Committee — grants-in-aid, research travel grants: *15th of any month*; conference travel grants (April 1 - July 31): *January 15*.

Life Sciences Committee — 1985 summer undergraduate and summer graduate programs, ranked applications from departments: *February 28*.

Pure & Applied Sciences Committee — small grants competition, new guidelines will be available early in January: *January 31*.

Phase two of miscarriage study needs volunteers

by Janet Dunbrack

A U of T medical research team is conducting a study into the role of mycoplasma in miscarriages, stillbirths, and deaths of newborn babies, using antibiotics to counter its effects. Mycoplasma is the smallest free microorganism known. Thought for many years to be benign because it is present in most people without apparent ill effects, mycoplasma is now suspected to be the cause of 80 percent of previously unexplained miscarriages. The \$1 million study, now in its second year, is being funded for five years by Health & Welfare Canada.

After encouraging preliminary results, including successful births to women who had repeatedly miscarried, the research team is beginning a new phase of the study which will require 400 couples with a history of miscarriage. Conducting the study are Professors Patricia Quinn, Department of Microbiology and Department of Obstetrics & Gynaecology (principal investigator); Martin Petric, Department of Microbiology; C.M. Derzko, Kai Lie, Edward Ryan, Alan Shewchuk and Jack Shuber, Department of Obstetrics & Gynaecology and Department of Paediatrics; Matt Gysler, Department of Obstetrics & Gynaecology and Department of Paediatrics; Y.A. Hui, Department of Paediatrics and M. L. Chipman, Department of Preventive Medicine & Biostatistics.

The study is unique in being the first in research in this area to use a "blind" trial of antibiotic therapy, in which neither doctors nor patients know whether they are receiving antibiotics or placebos. The study will use four treatment and two control groups. Once volunteer couples are selected and assigned to a group, researchers will monitor them until six weeks after delivery.

A connection between mycoplasma and miscarriage was suspected as early as 1967, says Quinn, but it was

largely disregarded because the organism was considered harmless. Recent research has revealed that 14 strains of mycoplasma exist. "I suspect that the answer to the riddle is finding specific harmful strains in couples that suffer miscarriages," she says.

The organism may be present in the woman's urogenital tract, or in sperm. Researchers think the organism infects the placenta or amniotic membrane, passes into the amniotic fluid, and is aspirated by the foetus. Autopsies have shown infections mostly in infant lungs and trachea.

The study seeks to understand the role of mycoplasma as a cause of death, which strains may be responsible, antibody response in the mother and foetus, and whether antibiotics are effective in preventing death.

"This will be the first time erythromycin will be used for such a long period," says Quinn. "It has been used for periods of one or two weeks, and appears to be a low-risk drug, but no one knows for sure."

Couples entering the study will be told this and asked to sign a consent form. Public response to the team's recent call for volunteers has been enthusiastic, says Quinn. "Many couples are willing to participate even though they may lose a baby, because they will benefit in their next pregnancy."

The study is still calling for volunteers: women who have had at least two documented pregnancy losses, live in Metropolitan Toronto, are 20 to 35 years of age, have no known medical problems such as diabetes which could be associated with pregnancy loss, and want to get pregnant.

Anyone wishing to participate in the study should call Dr. Quinn's office at 598-6009.

PhD Orals

Monday, January 14
Meredith Adèle Ashby, Department of Education, "An Inquiry into the Process of Developing a Sense of Canadian Cultural Identity and Canadian Cultural Consciousness." Prof. D. Abbey. Room 301, 65 St. George St., 10 a.m.

Donald Wells, Department of Political Science, "Holding the Line: Autoworkers' Resistance and the Limits of Class Struggle." Prof. M. Brownstone. Room 309, 63 St. George St., 2 p.m.

Thursday, January 17
Corey B. Toal, Department of Pharmacology, "Sodium, the Sympathetic Nervous System, and the Development of Hypertension in the Spontaneously Hypertensive Rat." Prof. F.H.H. Leenen. Room 309, 63 St. George St., 11 a.m.

Friday, January 18
Salvatore Bancheri, Department of Italian Studies, "Edizione Critica di *Il riscatto d'Adamo nella morte di Gesù Cristo* di Filippo Orioles." Prof. G.P. Clivio. Room 111, 63 St. George St., 10 a.m.

Douglas Russell Gies, Department of Astronomy, "The Binary Frequency of the OB Runaway Stars." Prof. C.T. Bolton. Room 301, 65 St. George St., 10 a.m.

David Howard Laycock, Department of Political Science, "Populism and Democratic Thought in the Canadian Prairies, 1910-1945." Prof. M. Brownstone. Room 201, 65 St. George St., 10 a.m.

Gerald David Mintz, Department of Electrical Engineering, "A System for the Investigation of Cortical and Brainstem Evoked Potentials and Alcohol Dependence." Profs. R.C. Frecker and M.L. Joy. 412 Rosebrugh Building, 10 a.m.

David Murray Shive, Department of Classical Studies, "Naming Achilles: Studies in the Doctrine of 'Extension and Economy' in Homer with Particular Reference to the Unique and Equivalent Formulae for Achilles." Prof. W.E. McLeod. Room 309, 63 St. George St., 10 a.m.

Gennady Ozornoy, Department of Geography, "The Regional Development in the U.S.S.R." Prof. H. Blumenfeld. Room 309, 63 St. George St., 2 p.m.

Marlaina Sacks Sniderman, Faculty of Social Work, "Self-Esteem, Mastery and Affiliation in Professional Social Workers." Prof. C. Lambert. Room 111, 63 St. George St., 2 p.m.

Monday, January 21
Douglas Allan Steane, Department of Education, "The Cognitive Problem in Learning to Read: A Study of the Effects of Analytic-Integrative Training on Learning-to-Read Early." Prof. J. Kershner. Room 111, 63 St. George St., 2 p.m.

Tuesday, January 22
Woubalem Trozos-Birmachu, Department of Chemistry, "A Study of the Molecular Mechanisms of Anaesthesia Using Model Fluorescent Amine Local Anaesthetics." Prof. J.K. Reed. Room 309, 63 St. George St., 2.15 p.m.

Cynthia Siu, Department of Statistics, "Piecewise Linear Tree-Structured Regression with an Application for the Removal of Confounding Effects." Prof. D.F. Andrews. Room 301, 65 St. George St., 3 p.m.

Wednesday, January 23
Inka Hedwig Honey Brockhausen, Department of Biochemistry, "Glyco-transferases in Mucin Biosynthesis." Prof. H. Schachter. Room 309, 63 St. George St., 10 a.m.

Nancy Eileen Copeland, Graduate Centre for the Study of Drama, "Spranger Barry, Garrick's 'Great Rival': His Contribution to Eighteenth-Century Acting." Prof. L.L. Marker. Room 111, 63 St. George St., 2 p.m.

Glenn Robert Heppler, Department of Aerospace Science & Engineering, "On the Analysis of Shell Structures Subjected to a Blast Environment: A Finite Element Approach." Prof. J.S. Hansen. Room 309, 63 St. George St., 2 p.m.

Thursday, January 24
Sandra Marie Smith, Department of Forestry, "Feasibility of Using the Egg Parasitoid, *Trichogramma minutum* Riley, for Biological Control of the Spruce Budworm." Prof. M. Hubbes. Room 301, 65 St. George St., 2 p.m.

Lise Charlotte Hansen, Department of Anthropology, "Strategies for Development on Nipissing Indian Reserve No. 10." Prof. W.P. Carstens. Room 111, 63 St. George St., 3 p.m.

Sharrow member of SSHRC task force

Professor Marilyn Sharrow, chief librarian of the University, is one of 13 people named to a task force on technology and research communication established recently by the Social Sciences & Humanities Research Council. Other members are drawn from universities, government and the private sector.

The mandate of the task force is to:

- advise on the use of new technology to enhance the wider, thriftier and more rapid dissemination of research results and greater accessibility of such results to users

- advise on format and content of possible demonstrations of new technology and its application to research communication
- advise on design and implementation of a new research communication technology innovation program
- evaluate, and advise on funding of, proposals submitted for projects dealing with the application of new technology to research communication

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U of T refining breakthrough may make liquid coal fuel economical

By Arthur Kaptainis

Professor Olev Trass of chemical engineering knows that a more efficient means of treating coal slurry — the muddy residue that remains after raw coal is washed — is not, on the face of it, the dazzling sort of technological advance that brings television news teams to the laboratory doorstep. "But if oil prices suddenly went up \$10 a barrel, and 10 tankers were bombed in the Gulf of Persia," he says, "I think that situation would change very dramatically."

That is simply because coal slurry, properly treated, can replace oil in industry and utility furnaces with a relatively modest conversion investment. If another oil crunch hit Western markets, Trass says, the conversion of a typical large utility boiler from oil to dry coal would likely cost somewhere between \$60 million and \$100 million and take one to two years to complete. Conversion to liquid coal slurry would cost \$10 million to \$15 million to implement and be finished in a matter of months.

In fact, the substance already enjoys a slight cost advantage over oil in today's climate of depressed crude prices, although the difference has not been sufficiently great to inspire widespread conversion in a conservative industry that is able to pass on oil costs (but not capital investment costs) directly to the consumer.

Trass and colleagues in the Department of Chemical Engineering & Applied Chemistry are trying to pry open that price differential from the opposite perspective. Instead of waiting for oil to become more expensive, they are making slurry production cheaper, by simplifying the process of grinding and separating that ultimately extracts a purified, semi-dry, oily coal powder from the residue left after the initial washing process. This powder can then be treated with detergents to form a thick but pumpable oil substitute.

The potential of coal slurry ("slurry", a word traditionally applied to the mine-site residue, can also be used to describe the oil substitute made from it) as a fuel was explored with considerable vigour internationally during the 1960s, but interest petered out as the world became flooded with cheap oil. As it happened, Canada — specifically, the National Research Council of Canada — was late in abandoning its experiments.



George Papachristodoulou (left) and Olev Trass have streamlined the process by which coal waste can be developed into a pumpable oil substitute for oil-firing utility furnaces. Crucial to the method is the Szego Mill (background), which permits coal to link with oil droplets

immediately after grinding. Prof. Trass holds a jar of the resulting semi-dry agglomerate, which is one step away from becoming pumpable coal slurry.

Nowhere had research actually got to the point of outfitting plants with slurry-fed furnaces and boilers. But when the energy crisis struck, Canada was one of the few nations with recent experience in the slurry field, and also one of the few which had developed experimental slurry-fed combustion chambers.

The most important Canadian advantage was what Trass simply calls "the NRC technique" — a process of grinding and separating mineral compounds, developed 20 years ago, which suddenly blossomed as a coal-recovery method in the mid-1970s, when the search for an oil substitute began in earnest.

The "NRC technique" begins with the waste ponds at coal mines, which have been collecting washed-off coal dust and inorganic impurities for, in some cases, more than a hundred years. "Billions upon billions of tons of coal," as Trass says, "much of it in high concentrations, just lying there. The beauty, of course, is that these ponds are available, on the surface. To remine them is a quick, easy process compared to the mining of fresh coal."

This waste substance, relatively dry through evaporation, is taken to a mill, ideally at the waste site, where it is ground even more finely, in order to make each particle as close to pure coal or pure ash as possible. While being ground it is immersed in water, the coal particles then becoming suspended in the water to form a very dilute slurry. This fluid is then stirred in a drum for several minutes, very intensely, with oil, which breaks up into tiny droplets. The coal particles, which are hydrophobic, stick to the oil, while the hydrophilic ash particles link with water. The oil and coal are then separated from the water and ash with a screen.

What Trass and his group have done is to combine the grinding and oil mixing phases of the process. As the residue is ground, the oil is already present, claiming coal particles. It is an elegant simplification that has been thought of before, but has been made practical for the first time by the group's extensive development of the

Szego Mill, a roller-based mill that is not clogged by sticky oil-coal agglomerates, as a standard ball mill is. The combination of two steps in one results in a 50 percent saving of energy costs, while the modified Szego Mill — smaller and cheaper than a standard mill — cuts capital costs by 30 percent.

Needless to say, industrial concerns already interested in the properties of slurry fuel are doubly interested in the U of T technique. The process is being patented by the University's Innovations Foundation and licensed to General Comminution Inc., which is in turn supplying the chemical engineering group with equipment. Research funding is coming mainly from the Natural Sciences & Engineering Research Council.

Trass and his colleagues have been working on questions of process. The composition of the ultimate slurry fuel, however, is not a *fait accompli*. Late-1970s work was largely on coal-oil slurries with little if any water present in the emulsion. The tide has since turned toward coal-water slurries with little if any oil, which are much harder to ignite but boast the happy advantage of doing away entirely with oil. Trass favours a compromise slurry with some oil present.

In any event, the outlook for slurry fuel in general has been improving. Florida Light & Power, Inc., has been firing an oil-designed boiler in a 400-megawatt station on slurry for almost two years. It is an oil-coal slurry rather than a water-coal slurry, but Trass says rumour has it that conversion to water is being considered.

Although the major immediate markets for slurry-fed units are utilities and industrial plants with classical oil boilers, there has been some work done also on the compelling prospect of slurry-fed furnaces for the home. Trass reports that the Technical University of Nova Scotia has built two home furnace prototypes with encouraging results. Such furnaces can be built more compactly than traditional oil furnaces. The conversion of oil firing furnaces, in this case, is complicated by the need to install a mechanism to remove the ash residue

that collects after the burning of all but the purest slurries, but even this problem is not insurmountable.

An important advantage of the slurry alternative is its relative cleanliness as a fuel. Coal dust recovered from mine residue ponds have typically been oxidized by prolonged exposure to air, with the consequent transformation of pyritic sulfur to sulfuric acid, a substance easily washed away by the new cleaning process. Thus coal slurry fuel developed from residue sources contains 50 to 75 percent less inorganic sulfur than standard coal. It is the emission of such sulfur that produces acid rain. Slurry is not cleaner than oil, but it does not impose on the environment the punishment that would inevitably result from widespread industry conversion from oil to standard coal.



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motet O Praise the Lord Batten

20 January: Epiphany II
Missa Brevis III Willan
motet Surge Illuminare Palestrina

27 January: Epiphany III
Missa Secunda Hassler
motet Domine Fac Mecum Morley

3 February: Candlemas
Missa Brevis IV, 'Corde Natus' Willan
motet Senex Puerum Portabat Victoria

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Events

Lectures

Constructing Gender: Anthropology and the Impact of Feminism.
Thursday, January 10
Prof. Kate Young, Sussex University; second in series of lectures on the impact of feminism on the academic disciplines. 1085 Sidney Smith Hall. 4 p.m. (Women's Studies)

A.R. Gordon Lectures.
How Does a Reaction Choose Its Mechanism? Phosphoryl transfer Reactions.
Monday, January 14
Proton Removal from Carbon. Direct Transfer from HCN.
Tuesday, January 15
How Does ATP Make Work?
Thursday, January 17
Prof. William P. Jencks, Brandeis University. 162 Lash Miller Chemical Laboratories. 4.10 p.m.

Neuroscience Lecture Series.
2172 Medical Sciences Building. 4 p.m.

Gene Expression in the Nervous System.
Tuesday, January 15
Dr. Ron Evans, Salk Institute.
(Anatomy and Hospital for Sick Children Foundation)

Neuronal Circuits for Flying and Jumping Locusts.
Tuesday, January 22
Prof. Keir Pearson, University of Alberta.
(Zoology)

All That Is Social Is Not Clinical: The Use and Misuse of Social Factors in Treatment and Research.
Wednesday, January 16
Prof. Sue E. Estroff, University of North Carolina, Chapel Hill. Auditorium, Clarke Institute of Psychiatry. 12 noon. (Psychiatry)

Marriage, Divorce and Separation in 19th Century England.
Thursday, January 17
Prof. Jim Hammerton, La Trobe University, Australia. 3106 Sidney Smith Hall. 1 p.m.

Manzoni and the Microcomputer.
Thursday, January 17
Prof. Luciano Farina, Ohio State University. 202 Teeff Hall, St. Michael's College. 3 p.m. (Italian Studies and SMC)

Colloquia

Sexual Offences against Children in Canada.
Thursday, January 10
Dr. Robin Badgley, Department of Behavioural Sciences. Room 722, Faculty of Social Work. 4 to 6 p.m.

Homogeneously Catalysed Syn-Gas Chemistry. Promoter Effects.
Friday, January 11
R. Whyman, Imperial Chemical Industries. 158 Lash Miller Chemical Laboratories. 3.30 p.m.

Seminars

Interpreting Texts and Interpreting Nature.
Monday, January 7
Prof. David Olson, McLuhan Program and OISE; Problems in Literacy series. Coach House, 39A Queen's Park Cresc. E. 7.30 p.m. (McLuhan Program in Culture & Technology)

Preventive Medicine and Health Promotion: Influencing the Elderly to Seek Health Care.
Tuesday, January 8
Prof. David Reid, York University. Room 410, 455 Spadina Ave. 3 to 5 p.m. (Gerontology)

On Davidson on the Ascription of Beliefs.
Wednesday, January 9
Prof. Ian Hacking, Institute for the History & Philosophy of Science & Technology; cognitive science seminar. Coach House, 39A Queen's

Intimations of a Mental Mechanics.
Wednesday, January 16
Prof. Roger Shepard, Stanford University. 2135 Sidney Smith Hall. 4 p.m. (Psychology)

Socio-Biology and Religion: Emerging Perspectives.
Friday, January 18
Prof. Charles J. Lumsden, Department of Medicine. Centre for Religious Studies lounge, 14-352 Robarts Library. 1 p.m.

Park Cresc. E. 4 p.m. (McLuhan Program in Culture & Technology)

Sexual Harassment in the Workplace.
Friday, January 11
Mary Cornish, Cornish & Associate, Toronto; Clara Brett Martin workshop series. Solarium, Falconer Hall, Faculty of Law. 1 p.m.

Bounds on Option Value: A Stochastic Dominance Approval.
Friday, January 11
Prof. Haim Levy, Hebrew University; capital markets workshop. Conference room, 7th floor, Faculty of Management Studies. 2.30 to 4.30 p.m.

Political Integration in Goa.
Friday, January 11
Prof. A. Rubinoff, Department of Political Science. 2090A Sidney Smith Hall. 3 to 5 p.m. (South Asian Studies)

Coordinate Effects of Pro-gamma-MSH and ACTH Controlling Adrenal Cortical Function.
Monday, January 14
Prof. Alastair Brownie, State University of New York, Buffalo. 417 Best Institute. 12.30 p.m. (BBDMR)

Glycosylated Proteins: The Conscience of Glycemic Control.
Monday, January 14
Dr. David M. Nathan, Massachusetts General Hospital. Basement level, McMaster Building, Hospital for Sick Children, 180 Elizabeth St. 5 p.m. (Banting & Best Diabetes Centre)

From Citizen to God: Funerals of Roman Emperors.
Tuesday, January 15
Prof. S.R.F. Price, University of Oxford. 85 University College. 3.10 p.m. (Classics and Dean's Challenge Fund Arts & Science)

Communitarianism.
Wednesday, January 16
Prof. Michael Sandel, Harvard University; legal theory workshop series. Solarium, Falconer Hall. 12.10 to 1.45 p.m. Copy of paper in advance \$3 (includes lunch) from Verna Percival, Faculty of Law, 978-6767.

Robots Control of Large Scale Systems.
Thursday, January 17
Prof. E.J.A. Davison, Department of Electrical Engineering. 412 Rosebrugh Building. 1 p.m. (Biomedical Engineering)

Population Theory "Beyond Malthus": A Report from a Conference.
Friday, January 18
Prof. Nancy Howell, Department of Sociology. Room 204, 455 Spadina Ave. 12.15 p.m. (Urban & Community Studies)

From Poet to Theologian: Did Erasmus Make the Right Career Choice?
Friday, January 18
Erika Rummel, Collected Works of Erasmus; first in series of four, The Biblical Scholarship of Erasmus. 316 Pratt Library. 2 to 4 p.m. (Reformation & Renaissance Studies)

Governing Council & Committees

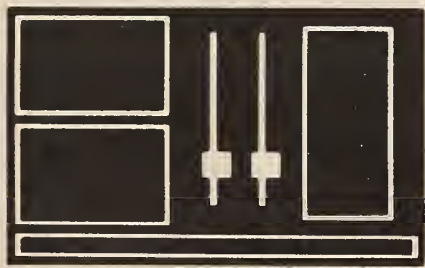
Academic Affairs Committee.
Thursday, January 10
Council Chamber, Simcoe Hall. 4 p.m.

Governing Council.
Thursday, January 17
Council Chamber, Simcoe Hall. 4.30 p.m.

Planning & Resources Committee.
Monday, January 21
Council Chamber, Simcoe Hall. 4 p.m.

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Events

Conference

University College
Symposium Seven: Peace.
179 University College
unless otherwise indicated.

Monday, January 21
Opening ceremonies. Croft
Chapter House. 3 p.m.
Reception/Cabaret, with
Rainbow Garden Orchestra.
West Hall. 7.30 p.m.

Tuesday, January 22
Jerusalem — City of Peace,
Prof. Peter Richardson,
Department of Religious
Studies. 10.10 a.m.
The Perceptions and
Realities of Nuclear Missile
Performance, Prof. F.D.
Manchester, Department of
Physics. 11.10 a.m.
Strategical Musical Weapons,
concert by Bob Bossin. West
Hall. 12.15 p.m.
English Poets of the First
World War, Prof. Hans de
Groot, Department of
English. 2.10 p.m.
Literature and Peace (19th
Century Examples: Carlisle
and Ruskin), Prof. Peter
Morgan, Department of
English. 3.10 p.m.
Military and Industrial
Limits on Independent Cana-
dian Initiatives, Prof.
Stephen Clarkson, Depart-
ment of Political Science,
and S. Hine. 4.10 p.m.
Concert of compositions by
John Fodi and Marjion
Mozetich for choirs, soloists
and instruments. West Hall.
4.15 p.m.
Animated Film Festival. 7.30

Wednesday, January 23
Olympic Games — Aspira-
tions for World Peace: Real-
ity or Pipedream? Prof.
Bruce Kidd, School of
Physical & Health Educa-
tion. 9.10 a.m.
Peace, an Ambiguous Word,
Prof. G. Thaniel, Depart-
ment of Classics. 10.10 a.m.
The Menace of Mind,
Douglas Freake, UC Essay
Workshop. 11.10 a.m.
Deadclothes, UC drama pro-
gram production. Room 140.
12.15 p.m.
Peace and the Media, Max
Allen and Bernie Lucht,
CBC. 2.10 p.m.
The War Game, film by Peter
Watkins. 4.15 p.m.
Canada and the Nuclear
Winter, Provost Kenneth
Hare, Trinity College. West
Hall. 8 p.m.

Thursday, January 24
A Good Kind of Peace, Prof.
William Blissett, Depart-
ment of English. 10.10 a.m.

Plays

**GLEN MORRIS STUDIO
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January 8 to 13
By Nigel Hunt; Graduate
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season. Tuesday — Saturday
8 p.m., Sunday 2 p.m.
Tickets \$3, students and
senior citizens \$2.
Information and reserva-
tions, 11 a.m. to 5 p.m.,
Monday-Friday: 978-8668;
performance box office 6 to
8 p.m., Sunday matinée 1 to
2 p.m.: 978-8705.

HART HOUSE THEATRE
You Too Would Enjoy Her.
January 16 to 19 and 23 to 26
By Anna Diosdado; third in
Graduate Centre for the
Study of Drama 1984-85
Hart House Theatre season.
8 p.m.
Tickets \$7, students and
senior citizens \$3.50.
Information and reserva-
tions: 978-8668.

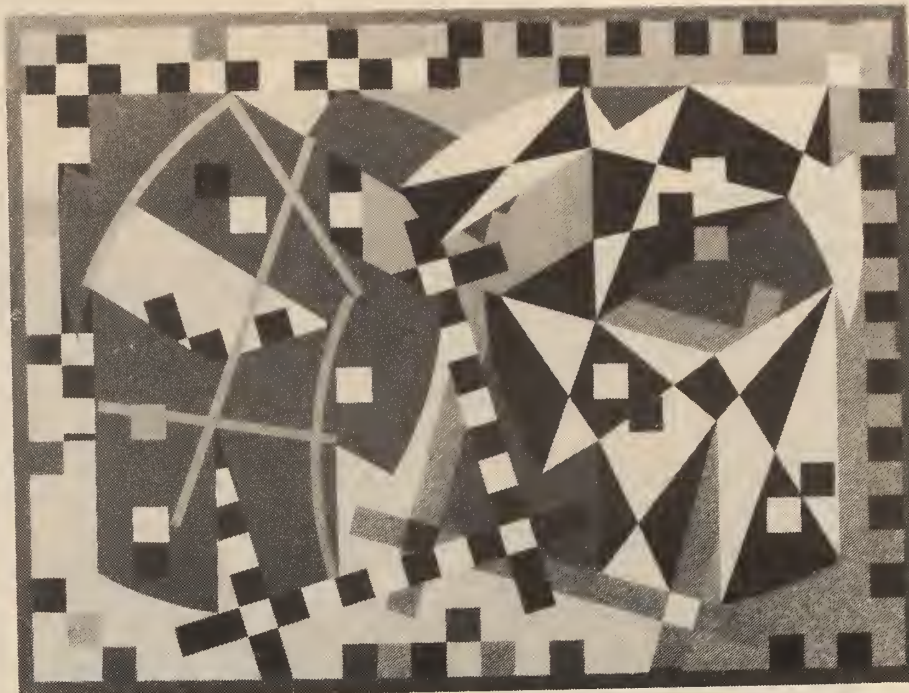
The Economics of the Arms
Race, Prof. Mel Watkins,
Department of Economics.
11.10 a.m.
Storytelling for Adults,
Robert Barton. Room
140.12.15 p.m.
Concert, Nancy White,
satirical singer/songwriter.
West Hall. 1.15 p.m.
Fantasies on War and Peace
in Contemporary American
Film, Prof. Anne Lancashire,
Department of English.
2.10 p.m.
Prospects of Peace — Con-
tribution of Women, Univer-
sity Prof. Ursula Franklin,
Department of Metallurgy &
Materials Science. 3.10 p.m.
Brecht Songs and Poems,
concert/reading. West Hall.
4.15 p.m.
The Grand Illusion, film,
French with English sub-
titles. 7.30 p.m.
Goodwin's student coffee
house: talent night. West
Hall. 9 p.m.
Friday, January 25
The Ambiguities of Pacifism:
Peace and Violence in the
Fiction of Rudy Weibe, Prof.
W.J. Keith, Department of
English. 10.10 a.m.
Behavioural Theories and
Disarmament Strategies,
Prof. Anatol Rapoport, peace
studies program. 11.10 a.m.
Peace Poetry. Room 140.
12.15 p.m.
Student Pugwash debate,
with University Prof. John
Polanyi, Department of
Chemistry. 2.10 p.m.
Jazz concert by York Univer-
sity students. West Hall.
4.15 p.m.
A Soldier's Tale, reading
with music by Stravinsky.
West Hall. 7.30 p.m.
Information: A-102 Univer-
sity College; 978-8746.

Exhibitions

Scarborough College
To January 25
Paintings and lithographs by
Don Holman, fine art studio
program, Scarborough.
Gallery hours: Monday-
Thursday, 9 a.m. to 7 p.m.;
Friday, 9 a.m. to 5 p.m.;
Sunday 2 to 5 p.m.

Erindale College.
To January 25
John Howlin, selected
paintings, 1981-84.
Gallery hours: Monday-
Wednesday and Friday-
Sunday 11 a.m. to 7 p.m.
Thursday 11 a.m. to 9 p.m.

Robarts Library.
January 10 to 30
Brazilian Concrete Poetry,
organised by the Brazilian
Embassy. Main display area.
(Brazil Seminar and Grupo
Brasil)



Spring Fever, from exhibition of selected paintings by John Howlin, at Erindale College.
See Exhibitions for details.

Concerts

**FACULTY OF MUSIC
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Thursday Afternoon Series.
Thursday, January 10
Malcolm Troup, piano, City
University, London, Regards
sur Olivier Messiaen, selec-
tions from *Vingt Regards sur
l'Enfant-Jésus*.

Thursday, January 17
Lecture on Berg, Webern
and Schoenberg. Prof. A.
Lessem, York University.
Walter Hall. 2.10 p.m.

Faculty Artists Series.
Saturday, January 12
Third in series of four con-
certs planned and performed
by members of the faculty.
Walter Hall. 8 p.m.
Tickets \$9, students and
senior citizens \$5.

Music for the Flute.
Sunday, January 13
Nora Shulman, flute, and
Kathleen Solose, piano, with
Virginia Markson, flute.
Walter Hall. 3 p.m.

**Schoenberg, Berg and
Webern.**
Friday, January 18
Concert by faculty staff and
students, Walter Hall. 8 p.m.

Information on all concerts
in Edward Johnson Building
available from box office,
978-3744.

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Twilight Series.
Thursday, January 17
Bonnie Silver, piano. Con-
cert Hall. 5.15 p.m.
Tickets \$2, students and
senior citizens \$1.

Andrew Moorosi, Oboe.
Friday, January 18
Concert Hall. 5.15 p.m.

**Royal Conservatory
Orchestra.**
Friday, January 18
Guest conductor Alexis
Hauser. Church of the
Redeemer, Bloor and
Avenue Rd. 8 p.m.
Tickets \$4.50 to \$9.50,
students and senior citizens
\$3.50 to \$7. Box office,
978-5470.

Art Gallery Series.
Sunday, January 20
Norbert Kraft, guitar, and
Bonnie Silver, piano and
harpichord. Walker Court,
Art Gallery of Ontario.
3 p.m.
(Northern Telecom)

Noon Hour Series.
Wednesday, January 23
John Kruspe, piano. Concert
Hall. 12.15 p.m.

Information on all Conser-
vatory concerts available
from publicity office,
978-3771.

**SCARBOROUGH
COLLEGE.**

**Ed Bickert/Lorne Lofsky
Jazz Quartet.**
Sunday, January 20
Meeting Place. 3 p.m.
Admission free, suggested
donation \$2.
Information: 284-3243.

Film

Courts and Councils.
Thursday, January 17
Room 154, level A,
Audiovisual Library,
Sigmund Samuel Library.
12 noon.
(South Asian Studies)

Miscellany

Scarborough College.
Thursday, January 10
Draw for silkscreen print by
Christopher Pratt. Tickets
\$20, 284-3309.
Information: 284-3309.

**Pleasure and Danger:
Exploring Female
Sexuality.**
Friday, January 11
Prof. Carole Vance, Colum-
bia University, will read
from, talk about and discuss
her book. Board Room, 12th
floor, Ontario Institute for
Studies in Education.
7.30 p.m.
(Women's Studies and
Centre for Women's Studies
in Education, OISE)

**Fundamentals of
Laboratory Animal Use.**
Tuesday, January 15
Thirteen-week course to
acquaint graduate students
and senior technicians with
animal-handling techniques,
husbandry of lab animals and
basic requirements for
proper use of animals in
research. 3171 Medical
Sciences Building. 3 to
5 p.m.
Information: Division of
Laboratory Animal Science,
1236 Medical Sciences
Building, 978-8929 or
978-8859.

**Erindale Bargain Book
Sale.**
**Saturday, January 19 to
Wednesday, January 23**
South Building, Erindale
College.
Saturday 10 a.m. to 5 p.m.
Sunday 1 to 5 p.m.
Monday-Tuesday 10 a.m. to
4 p.m. Wednesday 10 a.m. to
1 p.m.
Information: 828-5214
(Associates of Erindale)

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UNIVERSITY OF TORONTO Bulletin Events deadlines

Please note that information for Events
listings must be received in writing at the
Bulletin offices, 45 Willcocks St., by the
following times:

Bulletin Events for issue of January 21:
Monday, January 7 at 5 p.m.

Bulletin Events for issue of February 4:
Monday, January 21 at 5 p.m.

Bulletin Events for issue of February 25:
Monday, February 11 at 5 p.m.

Odd man out — again

by John Crispo

A dozen or so years ago I was odd man out when the government of Ontario agreed to the request by virtually all the estates within this university to impose the Governing Council as the unicameral governing body of this institution. At the time I argued in every forum available to me that the Governing Council would fail three critical tests. I said it would not prove acceptable to the various constituencies within the University nor effective from an administration point of view let alone credible in the wider public arena. Unfortunately, experience to date has confirmed my worst fears in all three respects.

Now I find myself odd man out again. This time I stand almost alone in my opposition to the voluntary arbitration procedure which was extracted from the University administration by UTFA. Admittedly, there is a supposed face-saving repudiation mechanism built into this procedure under which the Governing Council, on the recommendation of the president, can repudiate a majority report of the arbitration tribunal if the University nominee on that tribunal dissents. In fact, this is a hollow, face-saving formula at best since any such repudiation triggers standard arbitration the year after with no possibility of repudiation no matter what the strain on the University's limited resources. Thereafter, mind you, if the worst comes to

the worst, the University, or for that matter UTFA, can repudiate the entire agreement on a year's notice.

I must first of all reluctantly congratulate the UTFA bargaining team for driving an exceedingly hard bargain. Although some UTFA radicals felt that the association did not win a total victory and therefore should have pressed on for certification, their position was overwhelmingly and wisely rejected. Why should UTFA press on with a difficult certification drive when it had already won at least as much as it could have expected to achieve as a result of certification? Indeed, had UTFA gone for certification it might have so put off the administration and the Governing Council that they would not have

granted arbitration even in the face of a strike which the faculty would undoubtedly have been loath to support. Thus the UTFA negotiating team did extremely well by the faculty — if not by the University — by in effect blackmailing the administration.

The key question to be asked is why the administration submitted to such blackmail. To begin with, it must be recognized that the administration found itself confronted by two almost equally distasteful and untenable alternatives. On the one hand the administration was fearful of a potentially protracted certification campaign because of the divisiveness, hard feelings and poor public relations that would have accompanied it. To fight certification the administration would

have had to expend whatever credibility it has left with the faculty — perhaps, if not probably, in a forlorn cause. Our new president would have had to neglect the many other more pressing needs of the University to concentrate on this issue.

Rather than risk this debilitating distraction and possible defeat in a costly certification battle the administration decided to acquiesce in what it took to be the lesser of the two evils. For all intents and purposes it has accepted continuing voluntary arbitration, thereby essentially abdicating control directly and indirectly over 75 percent of the University's budget to a third party who bears absolutely no responsibility for the results of his or her handiwork. This is an irresponsible way to run

an institution of our size and will doubtless command even more public and government contempt for the way in which we conduct our affairs. It certainly will not enhance our prospects for more generous public funding. If anything it will have just the reverse effect.

There are two redeeming sides to this potential disaster, one actual and one potential. In the first place we have avoided a wrenching certification campaign which could tear the place apart and leave damaging scars for years to come. In the second place it could be that a more complete and open airing of the financial tradeoffs that confront the University in the course of our new dispute-settling procedures will serve to awaken the faculty and UTFA to the harsh realities that confront the University. If more and more of the University's limited resources are going to be devoted to salaries, less and less is going to be available for the library, support staff and teaching assistants, not to mention such mundane matters as maintenance and renewal of the physical plant and equipment. Conceivably the faculty may come to question whether a million dollars in salary increases, much of which is taxed away by the government, is really worth as much as a million dollars invested tax free in the general quality of our working environment.

I am not at all optimistic about any such air of reality sweeping over the University or its faculty. I fear the worst just as I did when we foolishly wished the Governing Council upon ourselves. I can only hope the outcome of this newest potential disaster will not prove as harmful as the Governing Council has.

My ultimate fear is that while UTFA has indeed won a short-term battle for the narrow and selfish financial interests of the faculty it has lost another major round in the war for the long-run well being of the University which should be but is not the faculty's first concern.

John Crispo is a professor in the Faculty of Management Studies.



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a big iron pot which is kept hot at your table. The ingredients are boiled shrimps, lobster tail, crab legs, scallops, white fish and fish cake, green vegetables, and bonito stock. Soup, appetizer and dessert are included. Vegetarians will like the *shyo-jin-ryori* complete dinner—a fascinating melange of crisp oriental vegetables. There is accommodation for parties of four or more. Licensed. AmEx, Chgx. 459 Church Street, 924-1303. Noon-2:30 5 p.m. to 11 p.m. Mon.-Fri. Sat. 5 p.m. to 11 p.m. Closed Sunday. ★★★★★

Letters

Sensibilities still bruised

Dean Rose Sheinin, finding that some phrases of the *Blue and White* stick in her throat, offers a sample revision and invites others to improve upon it (*Bulletin*, Dec. 17). Up to a point, no one can blame her: as a description of the student body of the 1980s, "all thy sons" is a bit thick. But where is revision to end? Her own version is hard on phrases that smell of sexism (*vide supra*; also "shout, men"), archaism ("sound thy praises"), and lightly disguised paternalism ("mother ever dear"); she is right to retain "Alma Mater" since nobody knows what that means). But these are halfway measures. Let us be logical and comprehensive. The second revision should take account of those whose sensibilities are still apt to be bruised by the first. These include atheists ("God forever bless our Alma Mater"), senior citizens enrolled in university courses ("we your youth do pledge to honour thee"), those attending the summer session ("recall student days in winter, spring, and fall"), and visa students from countries with republican constitutions ("cheer . . . the Royal Blue and White").

Michael J. O'Brien
Department of Classics
and University College



Search committee, dean of architecture

A search committee has been named to recommend a successor to Professor P.M. Wright, whose term as acting dean of the Faculty of Architecture & Landscape Architecture ends on June 30, 1985.

The members of the search committee are: Professors R.N. Wolff, vice-provost (*chairman*); Klaus Dunker, D.H. Lee, F.H. Fife and G.P. Baird, Faculty of Architecture & Landscape Architecture; Associate Dean David Rowe, School of Graduate Studies; Principal G.P. Richardson, University College; Professor R.D. Venter, Faculty of Applied Science & Engin-

Provostial working group on sexual harassment

Provost Frank Iacobucci has appointed a working group to develop a sexual harassment policy for the University. Its members are: Nanci Wintrob, coordinator, faculty staff resources, Faculty of Arts & Science (*chairperson*); Anita Braha, Sexual Harassment Coalition; Fiona Waite, part-time undergraduate student; Professor Elizabeth Cowper, Department of Linguistics; Jose Sequin, laboratory technician, Department of Microbiology; Helen Humphreys, Students' Administrative Council; Professor Bruce Dunlop, Faculty of Law; Karen Wendling, graduate student; Lois Reimer, status of women officer; Eric

McKee, assistant vice-president, student affairs; Jane Friesen, Canadian Union of Educational Workers; Beata FitzPatrick, executive assistant to Vice-Provost Brian Merrilees (*secretary*).

The working group has been given the following terms of reference: to recommend a policy for the University of Toronto regarding sexual harassment. In the process the working group should:

1. consult as widely as is possible and practical;
2. take into account: (a) the preliminary work already done by the Sexual Harassment Coalition; (b) the comments and suggestions received regarding the coalition's report; (c) the need to define the relationship of a sexual harassment policy to existing procedures; (d) the need to create a policy which is as simple as possible, and which utilizes existing functions and procedures as far as this can reasonably be done;
3. report as soon as possible, and not later than Feb. 28, 1985.

Submissions in writing to the working group from interested members of the University community will be accepted until *January 25*. They may be made to any member of the group or sent directly to the chairperson, Nanci Wintrob, Coordinator, Faculty Staff Resources, Faculty of Arts & Science, Sidney Smith Hall.

Do You Have A Message? We Have A Medium ...

or two, or three ...



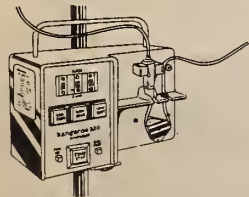
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Search committee for chairman, chemical engineering and applied chemistry

A search committee has been named to recommend a successor to Professor M.E. Charles, who is completing a 10-year term as chairman of the Department of Chemical Engineering & Applied Chemistry. The members of the search committee are: Dean G.R. Slemon (*chairman*); Associate Dean Derek McCammond, Faculty of Applied Science & Engineering; Associate Dean D.J. Rowe, School of Graduate Studies; Professor W.A. Miller, Department of Metallurgy & Materials Science; Professors C.E. Chaffey, D.E. Cormack and Donald Mackay, Department of Chemical Engineering & Applied Chemistry.

The committee will welcome any communications or recommendations concerning this appointment. They should be directed to the chairman.

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The Faculty of Law cannot undertake to supply complex estate planning advice in this programme. Should it appear that the particular circumstances of those who wish to participate involve advice of a greater sophistication than the programme can offer, they will be advised by the lawyer in charge of the programme.

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A classified ad costs \$5 for up to 35 words and \$.25 for each additional word. Your name counts as one word as does your phone number, but the components of your address will each be counted as a word. No charge for postal code.

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Ads must be submitted in writing, 10 days before *Bulletin* publication date, to Marion de Courcy-Ireland, Department of Communications, 45 Willcocks St. Ads will not be accepted over the phone.

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Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the Personnel Office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call: (1) Sylvia Holland, 978-6470; (2) Steve Dyce, 978-5468; (3) Varujan Gharakhanian, 978-4419; (4) Elaine Preston, 978-6496; (5) Christine Marchese, 978-4834; (6) Jeanette May, 978-2112.

Clerk Typist I
(\$12,730 — 14,980 — 17,230)
University College (6)

Clerk Typist II
(\$14,000 — 16,470 — 18,940)
Sociology (6)

Secretary II
(\$16,960 — 19,950 — 22,940)
Microbiology (5), Research Administration, two positions (5)

Craftsman I
(\$15,420 — 18,140 — 20,860)
Zoology (6)

Craftsman III
(\$23,150 — 27,240 — 31,330)
Mechanical Engineering, two positions (5)

Laboratory Technician I
(\$15,420 — 18,140 — 20,860)
Life Sciences, Scarborough (6)

Laboratory Technician II
(\$18,880 — 22,210 — 25,540)
Physiology (5), Microbiology (5), Department of Medicine (2)

Laboratory Technician III
(\$20,850 — 24,530 — 28,210)
Department of Medicine, six month contract (2)

Application Programmer I
(\$18,800 — 22,210 — 25,540)
NCIC Epidemiology Unit (1)

Programmer Analyst II
(\$23,150 — 27,240 — 31,330)
Computing Services (3)

Programmer Analyst III
(\$28,530 — 33,560 — 38,590)
Information Systems Services (3)

Systems Software Programmer II
(\$28,530 — 33,560 — 38,590)
Computer Systems Research Institute (3)

Systems Software Programmer III
(\$35,160 — 41,370 — 47,580)
Computer Science (6)

Professional Engineering Officer II
(\$31,650 — 37,240 — 42,830)
Mechanical Engineering (5)

Research Officer I
(\$16,960 — 19,950 — 22,940)
Nutritional Sciences (5), Physical & Health Education (5)

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